

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 21-CA-310134	Date Filed 1-10-2023

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer NOVA Commerical Co., Inc.		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1600 Pacific Hwy San Diego, CA 92101	e. Employer Representative Sophia Silva, Owner/CEO NOVA Commercial Co., Inc. 24683 Oneil Ave Hayward, CA 94544	g. e-mail sophia@novacommercial.us
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) corporation	j. Identify principal product or service janitorial services	

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has violated the Act by engaging in retaliation against employee (b) (6), (b) (7)(C) for engaging in concerted, protected activity on behalf of (b) (6), (b) (7)(C) and other employees by demoting, harassing, and terminating (b) (6), (b) (7)(C). By these and other acts, the above noted employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Service Employees International Union, United Service Workers West

4a. Address (Street and number, city, state, and ZIP code) 4001 El Cajon Blvd., #213 San Diego, CA 92105	4b. Tel. No.
	4c. Cell No. (619) 249-9597
	4d. Fax No.
	4e. e-mail genoveva.aguilar@seiu-usww.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Tiffany L. Crain, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Weinberg, Roger & Rosenfeld

Address 431 I Street, Suite 201, Sacramento, CA 95814

Date 1/10/2023

Tel. No.
(916) 443-6600

Office, if any, Cell No.

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(916) 442-0244e-mail
tcrain@unioncounsel.net
nlrb@unioncounsel.netWILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.